



VALEMUS



**An exceptional modern law firm offering  
affordability and outstanding service**



Oliver Bryce  
**Managing  
Director  
and Owner**

When I started up the firm in April 2007, I wanted to create a new style of law firm that fully embraced modern technology and thereby avoided those costs typically associated with traditional 'bricks and mortar' law firms. At the same time I wanted the firm to be able to offer a full service to clients; an exceptional service combined with high quality advice, all at a reasonable and commercial cost.

Our solicitors are ex-partners and senior associates from top tier global firms such as Clifford Chance, Linklaters and DLA Piper; and lead in-house counsel from the likes of Barclays, Virgin Media and Lafarge.

I am also a practising solicitor with emphasis on corporate and company commercial work. Prior to founding the firm I worked in the corporate team at Taylor Wessing and was the Group Legal Director of the Macmillan Publishing Group. I specialise in general commercial contracts; supply, distribution and agency agreements; asset and share sales and purchases; joint ventures and investments.

Oliver Bryce  
**Managing Director and Owner**



James Hilsdon  
**Director**

I am a commercial litigation lawyer with 20+ years' experience. Enthused by the opportunity to build up my own practice, nurturing and developing my own clients who were set to suffer the fall out of the banking crisis, I joined the firm in November 2009. I was formerly a Litigation Partner at mid-tier City of London firm, Davies Arnold Cooper.

My career commenced with 6 years' practice at the Chancery-Commercial Bar, covering a wide range of matters from commercial disputes through to traditional Chancery practice. I then moved to Clifford Chance LLP where I managed complex multi-jurisdictional disputes and was a member of the core Advocacy Unit.

With five years of offshore magic circle experience under my belt, I enjoy the multi-jurisdictional and cross-border issues as well as national litigation issues such as contract breaches, shareholder and director disputes and specialist insolvency measures.

James Hilsdon  
**Director**

# ABOUT

## **An exceptional modern law firm.**

Valemus Law offers practical, flexible, economical business legal solutions to a wide range of clients, from global organisations to entrepreneurial start-ups and individuals. We strive to ensure that all our clients obtain the value and professional experience that one would expect from a city law firm.

To guarantee that demand can be met without diminishing the quality of our business legal advice, Valemus Law customarily engages partner-level lawyers with at least 10 years experience. Our lawyers typically hail from the Top 50 UK law firms and/or blue chip organisations and their exceptional expertise is recognised across the commercial and private client sectors. As a result, we include among our clients some of the biggest names in the automotive, air transport, oil and gas, defence, energy and environment and publishing industries. We also enjoy a reputation for helping to launch a number of successful start-ups across a range of industry sectors; as well as providing unrivalled

## **OUR PRACTICE AREAS**

- COMPANY COMMERCIAL
- CORPORATE
- COMMERCIAL LITIGATION
- COMMERCIAL PROPERTY AND CONSTRUCTION
- EMPLOYMENT
- INTELLECTUAL PROPERTY
- IMMIGRATION
- SPORTS, MEDIA AND ENTERTAINMENT
- DIVORCE AND FAMILY



## COMPANY COMMERCIAL

Whether you are an individual in business or the lead counsel of a global entity, when it comes to commercial legal requirements you need clear, practical and professional, timely advice. Pursuing your commercial strategy and answering your commercial needs is your priority. It is ours, too.

Valemus Law offers a complete range of commercial legal solutions, from contract reviewing and drafting to data protection. Our solicitors have an excellent track record of delivering practical, tailor-made solutions to the legal challenges you face. Valemus Law's clients range from global entities in the publishing, retail, automotive, media, IT and healthcare sectors to start-up businesses in the innovation sectors. Our aim is to ensure your ultimate goal is achievable without compromise.

- Standard and E-commerce Terms and Conditions review, development and drafting
- Consumer contracts and distance selling regulations
- Membership agreements
- Website hosting agreements, design agreements, terms of use, privacy, acceptable use and linking policies,
- IT Services agreements
- Software license, development and maintenance agreements
- Advertising and sponsorship agreements; GDPR advice
- Outsourcing agreements
- Manufacture, supply; procurement and distribution agreements
- Development and collaboration agreements
- Franchising agreements
- Specialist advice for niche businesses including education and housing

# CORPORATE

Whether you are looking to make an acquisition, or form a joint venture, or are seeking investment funding; or whether you are looking to sell off assets and restructure your core business, you need a solicitor who understands your business and knows how to turn your decisions into a profitable enterprise.

Valemus Law prides itself on providing innovative, sector-specific, cost-effective corporate advice from a broad and deep experience base. We are wholly committed to delivering the exceptional corporate legal services to our clients, whether they are SMEs or large multinational corporations, private, public or third sector operators. For domestic and cross-border transactions, we offer a practical, deal-focused service.

Our corporate team has extensive, top tier City experience and can provide specialist support and advice to businesses. We deliver exceptional value by ensuring our corporate legal solutions are tailored to your exact needs.

- Constructive corporate recovery advice
- Corporate governance and directors' duties
- Company formation and company secretarial
- Corporate reorganisations
- Private equity and venture capital investments
- Joint ventures
- Mergers and acquisitions, including share and asset purchases
- MBOs/MBIs and Earn-outs
- Restructuring advice



# COMPANY COMMERCIAL AND CORPORATE TEAM



**Oliver Bryce**

**Career History:** Taylor Wessing

**Expertise:** Supply, distribution and agency agreements; general commercial agreements; asset/share sales and purchases; joint ventures; investments



**Tess Beaumont**

**Career History:** Olswang

**Expertise:** Terms and Conditions; outsourcing, distribution, franchise, website development, sponsorship, manufacturing and software agreements; website policies; and web-based prize competitions



**Rebecca Powell**

**Career History:** Garretts, DJ Freeman

**Expertise:** Contracts across the supply chain; services, sponsorship, franchise, software, outsourcing and R&D agreements; legal compliance including anti-bribery policies



**Tracey Bicheno**

**Career History:** Norton Rose

**Expertise:** Bids and tenders for public works; general, IT and POS technology development contracts; education law, including funding, admissions and statement; and commercial training



**Suzanne Dibble**

**Career History:** DLA Piper

**Expertise:** Franchising; GDPR; licensing; commercial contracts including supply, distribution, manufacturing, agency, advertising, sponsorship, software development, e-commerce, IT; and website policies



**Sarah Hughes**

**Career History:** Trowers & Hamblins

**Expertise:** Outsourcing contracts; management, service level, sales, transfer and tenancy agreements; housing law specialist including management policies



## COMMERCIAL LITIGATION

Valemus Law offers a multijurisdictional service covering a wide range of industry sectors. Whatever end of the spectrum your business may occupy, our commercial litigation advice is always presented in a clear, comprehensible and affordable fashion.

Our solicitors and solicitor advocates have the experience and depth of knowledge to deal with the most complex matters. We believe that the earlier you receive advice on how to avoid disputes, the better equipped you are to deal with a dispute if it does arise. If you do find your business is involved in a dispute, we will help resolve your issues cost effectively and efficiently. We'll ensure the solution is robust enough to stand up to further dispute, and we'll make sure it's the most commercial resolution for your business, be it through litigation or arbitration.

- Compliance with statutory requirements
- Contractual disputes and debt recovery
- Directors' and Officers' duties and corporate governance
- Fraud and asset recovery
- Insolvency and restructuring
- Investor disputes - joint venture and shareholder disputes, partnership disputes
- Product liability
- Professional negligence
- Insurance disputes
- Commercial and private debt recovery

# COMMERCIAL LITIGATION TEAM



**James Hilsdon**

**Career History:** Chancery Commercial Bar, Clifford Chance, Harneys, Appleby Global, Davies Arnold Cooper

**Expertise:** Contract disputes; negligence; investor and shareholder disputes; JVs; minority rights; civil fraud; regulatory issues; asset recovery; cross-border disputes; contentious insolvency; international enforcement of judgments and arbitral awards



**Michael English**

**Career History:** Clyde & Co, Simmons & Simmons

**Expertise:** Appeals against immigration decisions by the Home Office; alternative dispute resolution; business and personal disputes; settlement negotiation and agreements



**Peter Fitzpatrick**

**Career History:** Berrymans Lace Mawer

**Expertise:** Insurance policy disputes; subrogated and liability claims; FOS complaints; breach of contract; negligence and professional negligence; property disputes; company and partnership disputes; mediation and ADR



**Emma Nutbeen**

**Career History:** Olswang

**Expertise:** Exploitation of design rights, trade marks and patents; passing off claims; IP issues on acquisitions; patent infringement advice; general IP litigation; general commercial litigation and dispute resolution



**Mark Goldstein**

**Career History:** Partner Solicitors Joelson JD Law; Cartwright Cunningham Haselgrove & Co

**Expertise:** Debt and asset recovery, including mortgage repossessions, large corporate debt and international debt; and for private individuals, schools, estates and lettings agencies



# COMMERCIAL PROPERTY AND CONSTRUCTION

Our commercial property and construction solicitors have many years' experience in dealing with all types of property matters, from small office leases to complex, high-value property litigation matters.

The Commercial Property practice offers a number of specialist areas, including Charity status, financial institution, LLP and partnerships transactions, property development and landowner representation.

Valemus also provides both contentious and non-contentious advice to the construction industry. We act for developers, contractors, subcontractors, professionals, insurers and funders, providing commercially viable and economically sound solutions. Our team's extensive experience includes housing, hospital, office, education and retail development procurement; loans and investments; high value contract reviews and renewals; claims; litigation and adjudication.

- Acquisitions, disposals and financing of freehold and leasehold properties
- Lettings
- Property development, investment and management
- Offices and shops
- Distribution warehouses, factories and industrial premises
- Retail parks and business parks
- Care/residential homes, schools, civic centres
- Development sites and associated agreements
- Building contracts, including JCT, NEC, ICE, GC/Works, FIDIC, PPP2000 and bespoke contracts
- Security documentation, including collateral warranties, bonds, escrow agreements and project bank accounts
- Professional appointments
- Arbitration, litigation, mediation and adjudication



# COMMERCIAL PROPERTY AND CONSTRUCTION TEAM



**David Barnes**

**Career History:** Speechly Bircham, Lawrence Graham, Alsop Stevens

**Expertise:** Commercial property investment by individuals and institutions; management of commercial property leases, including statutory renewals; lettings on behalf of landlords and tenants; property transactions by charities; secured lending; sale and purchase of land for development.



**Christopher Pedder**

**Career History:** Mace, Trowers & Hamlins

**Expertise:** JCT, NEC, PPC, FIDIC and TAC standard form construction contracts; bonds and guarantees; collateral warranties; consultant appointment documentation; framework agreements; partnering and alliancing agreements; supply chain contracts; outsourcing agreements; EU procurement.

# Applications

# Training

## EMPLOYMENT

Valemus Law provides cost effective, expert employment law advice to both companies and individuals.

A company's employees are its main asset but can also represent the greatest source of potential liabilities. Valemus Law's pragmatic approach to employment law advice ensures you are equipped to deal with any potential liability.

Backed by extensive expertise gained from specialist employment law firms, our solicitors are able to explain employment law in a congenial and easy to understand manner, advising you as to your rights and showing you the best way forward. We recognise that each employee matter and each business case is unique and therefore each response must be tailored to your specific requirements.

### FOR COMPANIES

- Compromise agreements and exit packages
- The Equality Act 2010; discrimination claims
- Whistle blowing and the Public Interest Disclosure Act
- Working Time Directive
- Transfer of Undertakings Regulations (TUPE)
- Grievances, unfair dismissal, tribunals and hearings
- Advice for implementing the ACAS Code of Conduct
- Maternity and paternity; parental rights; and flexible working
- Breach of contract, disciplinary proceedings; redundancy

### FOR INDIVIDUALS

- Grievances, unfair dismissal, redundancy, breach of contract
- Discrimination and the Equality Act 2010
- Disciplinary action being taken against you
- Maternity, paternity and parental rights, flexible working
- Negotiating compromise agreements
- Tribunals and hearings



## IMMIGRATION

Immigration issues, whether individual or commercial, often need rapid solutions. Immigration rules are also becoming increasingly complex. You need those solutions to be robust and you need to be able to understand their intricacies. And you need them not to cost the earth when the process itself is costly enough.

Our solicitors are innovative, knowledgeable, firm with the authorities when they need to be, and know Immigration Law and procedures inside out. Their multi-dimensional experience allows them to represent both companies and individuals in a timely fashion. We aim to understand your needs fully before providing advice on your options, the prospects of success, and the risks.

- Tiers 1, 2, 4 and 5 of the Points-Based System
- Entry clearance and visa applications
- Sponsor licence applications
- Appeals, in-country and out-of-country (paper appeals, and oral appeals at the tribunal hearing)
- Visitors; students
- Indefinite leave to remain applications
- British citizenship via naturalisation and registration
- Spouses/civil partners and family reunion
- Dependent relatives
- Marriage applications and Certificates of Approval
- Discretionary applications
- Human rights-based claims
- European applications

# EMPLOYMENT AND IMMIGRATION TEAM



**Katherine Munn**

**Career History:** Pinsent Masons, Stephenson Harwood

**Expertise:** Director and employment contracts; dismissals; tribunals; discrimination; policy and procedure writing; grievances; disciplinary procedures; redundancy, restrictive covenants; settlement agreements; TUPE; immigration for business



**Michael English**

**Career History:** Simmons & Simmons, Clyde & Co

**Expertise:** Applications under the points-based immigration system; sponsor licences; complex applications, Human Rights cases; appeals, applications to the High Court and Court of Appeal; nationality, right of abode and citizenship issues; EU and EEA nationals



**Suzanne Coe**

**Career History:** Andersen Legal, Pinsent Masons

**Expertise:** Unfair dismissal; redundancy; consultations; contracts; staff handbooks and policies; consultancy agreements; Ts & Cs; disciplinary and grievance; settlement agreements; tribunals; TUPE transfers and business transactions; parental rights; equality concerns



**Lara Akinlude**

**Career History:** SanTERS, Oldham Marsh Page Flavell, Temple Heelis, Havillands & Co

**Expertise:** Temporary visas, including tourist visas, family, medical and marriage visitors; applications under the points-based immigration system; business visas; settlement, spouse and fiancé visas; EEA nationals; appeals to the Tribunals, Court of Appeal and Judicial Reviews; British citizenship; Human Rights cases; and refugee related issues



**Jane Moorman**

**Career History:** D J Freeman, Pinsent Masons, Howard Kennedy

**Expertise:** Equality; redundancy; TUPE; trade union issues; dismissals; team moves; restrictive covenants; long term sickness; contracts; disciplinaries; grievances; protected disclosures



## INTELLCTUAL PROPERTY

All your IP needs in one place. From multimillion-pound ventures to start-up strategies, we have your IP needs covered. Valemus Law's specialist IP team comprises solicitors practising in the company commercial, litigation and corporate fields.

When it comes to brand and product protection, thanks to our resident trade mark attorney we have no need to refer to an external agent. We advise on brand strategy and maximising your brand potential. Our range of IP clients extends from global food and beverage manufacturers to major defence and aerospace services via a multitude of entrepreneurial start-ups and SMEs who regularly refer to us for trade mark, brand development and strategy advice.

- Compliance with statutory requirements
- Contractual disputes and debt recovery
- Directors' and Officers' duties and corporate governance
- Fraud and asset recovery
- Insolvency and restructuring
- Investor disputes - joint venture and shareholder disputes, partnership disputes
- Product liability
- Professional negligence
- Insurance disputes

# INTELLECTUAL PROPERTY TEAM



**Tracey Huxley**

**Career History:** DIAGEO, Richemont International, Shoemsmiths, Linklaters  
**Expertise:** Trade mark filing, protection, use, enforcement, strategy, portfolio management, watching services and cancellation actions; IP agreements, acquisitions, enforcements and litigation; copyright, design rights, advertising and social media issues; anti-counterfeiting



**Emma Nutbeen**

**Career History:** Olswang, Matalan, BAE Systems  
**Expertise:** mark and patent licences; clearance; copyright, design rights; sponsorship and advertising and agreements; patent validity and infringement; training for fashion design and marketing; anti-counterfeit strategy; passing off claims; IP issues on acquisitions



**Jane Bunch**

**Career History:** Olswang, Nabarro, BP, BAE Systems  
**Expertise:** Patent and technology licensing; R&D agreements; collaboration agreements; technology transfers; acquisition and disposal of Intellectual Property rights; grant funded research projects; spin out companies; patent pooling; cross licensing



**Liz Sproston**

**Career History:** Whirlpool (UK and Europe), Unilever, Olswang, Rowe & Maw  
**Expertise:** Trade mark filing, clearance, protection, use and enforcement; licences; assignments; joint collaboration agreements; sponsorship agreements; confidentiality agreements; agency contracts and promotions; copyright, patents; domain name registration



**Tess Beaumont**

**Career History:** Olswang  
**Expertise:** Outsourcing, distribution, franchise, sponsorship, manufacturing and software agreements; website development, terms and conditions, privacy policies and web-based prize competitions; terms and conditions of supply; government tenders

# SPORT, MEDIA AND ENTERTAINMENT

Valemus Law's experienced Sports, Media and Entertainment solicitors offer an affordable, outstanding service and expert knowledge in their sectors.

Our sports specialist represents some of the biggest names in the boxing ring and has advised on issues across the sporting world. With a deep insight into the commercial aspects of sport, we can provide advice on all legal aspects from ingenious sponsorship deals to negotiating media rights and athlete representation.

Whether you are in broadcast media, social media, digital commerce, data, entertainment, or media technology; or are a financier, a talent or a brand holder, and anything in between, our media and entertainment experts are on hand to provide affordable, exceptional legal support. With their fingers firmly on the pulse of innovation and technology-driven advances, they can provide first rate, up-to-the-minute advice on everything from financing contracts to stadium developments; from contract negotiation to intellectual property enforcement.

## SPORTS LAW:

- Services Agreements for promoters and sports stars; broadcast media, appearance, production and IP rights
- Stadium and arena hire contracts
- Disciplinary hearings, including anti-doping and regulatory breaches
- Sponsorship, merchandising and licensing agreements
- Privacy protection and data rights; film and book rights
- Settlement agreements

## MEDIA AND ENTERTAINMENT:

- Client or supplier-facing creative services agreements
- Sponsorship agreements, event management and venue hire contracts
- Technology licensing and development, including SaaS arrangements
- Fundraising arrangements
- Celebrity and corporate partnerships and co-branding deals;
- Content acquisition, licensing and distribution
- Creation, protection and exploitation of copyright, design rights and trademarks; audio-visual piracy
- Format development; and exploitation and production advice





## SPORTS, MEDIA AND ENTERTAINMENT TEAM



**Neil Sibley**

**Career History:** Sibley Law

**Expertise:** Provision of services agreements for individual sport stars and promoters; television broadcast and rights agreements; disciplinary and anti-doping hearings; arena hire contracts; sponsorship agreements; privacy protection; settlement agreements; television appearance and production agreements; film and book rights



**Oliver Brice**

**Career History:** Taylor Wessing

**Expertise:** Publishing agreements; supply, distribution and agency agreements; general commercial agreements; licensing agreements; asset/share sales and purchases; joint ventures; media investments



## FAMILY LAW

Divorce or the breakdown of a relationship can be a highly charged, emotionally draining and stressful time. Financial issues, or arrangements in relation to children, can be complex. Inevitably, there will be a significant financial impact on both parties. There will be many questions that need answering, from the divorce process itself to issues relating to resolving the financial matters and dealing with contact with the child(ren) of the family.

Our Divorce and Family lawyers are sensitive to your needs and understand that your issues are unique to your set of circumstances. They are mindful that, whatever your situation, the legal costs of divorce can escalate. With more than 35 years' experience advising a wide variety of clients, including high net worth individuals, they are able to negotiate favourable settlements, resolve disputes without confrontation, and navigate through the complex and emotional process of drawing up child arrangements with unrivalled professionalism. Their reputation for achieving outstanding results, quickly and professionally, is second to none.

- All aspects of divorce, civil partnerships and judicial separation, to include dealing with all financial issues following the break down of the relationship
- Pre-nuptial, post-nuptial and cohabitation agreements
- Arrangements for children to include child arrangements orders, parental responsibility, prohibited steps orders and specific issue orders
- Mediation and non-confrontational dispute resolution

## FAMILY LAW TEAM



**Mark Goldstein**

**Career History: Career History:**

Partner Solicitors; Joelson JD  
Law; Cartwright Cunningham  
Haselgrove & Co

**Expertise:** Divorce proceedings;  
financial settlements including  
for high net worth individuals;  
mediation and negotiated  
outcomes; prenuptial, post-nuptial  
and cohabitation agreements;  
civil partnership dissolution;  
unmarried couples' rights; child  
arrangements orders, specific  
issue orders and prohibited steps  
orders; non-molestation and  
occupation orders

## Valemus Law

Valemus Law is a trading name of VLAW Limited, a company incorporated in England and Wales under company number 5342299. VLAW Limited is a recognised body and is authorised and regulated by the Solicitors Regulation Authority (SRA No. 462361).

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